

# MARYLAND STATE FIREMEN'S ASSOCIATION

*Representing the Volunteer Fire, Rescue and Emergency Medical Services Personnel*

[www.msfa.org](http://www.msfa.org)



## **SOP No: A007**

Title: Diversity and Inclusion Policy  
Prepared By: Charles Simpson; Kate Tomanelli

Effective Date: 10/10/2020  
Authorized By: President Walker

### **MSFA MISSION STATEMENT**

The MISSION of the Maryland State Firemen's Association (MSFA) is to serve, promote, advocate and represent the interests of the volunteer fire, rescue and emergency medical services of Maryland.

### **MSFA DIVERSITY AND INCLUSION SOG/POLICY STATEMENT**

The purpose of the MSFA Diversity and Inclusion SOG/Policy is to function as an umbrella title for strategies that recognize and accommodate the differences in ethnic, cultural and socio-economic backgrounds, different religious beliefs, sexual orientation, disabilities, family responsibilities, life and work experiences of the members of our Association.

### **MSFA VALUES STATEMENT**

As members of the MSFA we value:

- communication, leadership, teamwork, partnership, collaboration, and initiative.
- commitment to excellence in training and performance, and a passion for serving our communities.
- compassion, and the lives and property that we are entrusted to protect throughout our State.
- diversity and inclusion, which leads us to acknowledge, respect, and embrace the talents and needs of all members while focusing on our mission as an organization and as individuals.
- honesty, integrity, and character, and require both personal and organizational accountability.
- fire service tradition and the founding principles of loyalty and pride as they reflect the progressive heritage of our Association.

# MARYLAND STATE FIREMEN'S ASSOCIATION

*Representing the Volunteer Fire, Rescue and Emergency Medical Services Personnel*

[www.msfa.org](http://www.msfa.org)



The members of the Maryland State Firemen's Association use the concepts of our mission and value statements to recognize and embrace the honor of carrying forward the legacy of those who served before us.

By definition, diversity addresses the many ways in which people differ. Inclusion speaks to the extent to which people feel welcomed, respected, trusted, treated fairly, and valued. In addition to the traits and characteristics normally associated with diversity, we include others that are relevant to the fire service such as talents, skills, and competencies.

The MSFA's values statement spells out our core principles that define HOW we are as an organization, providing a clear path to our operations, and conveys our beliefs and ethics by which all of our members shall serve this organization. This value statement recognizes the rights of all of our members to mutually respect and require the acceptance of others without bias. This is our written commitment to inclusiveness and diversity within our Association.